

Notice of References Cited	Application/Control No.	Applicant(s)/Patent Under Reexamination	
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	Examiner	Art Unit	Page 1 of 1
Kuen S Lu	2177		

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	C	US-2003/0182178	09-2003	D'Elena et al.	705/11
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NON-PATENT DOCUMENTS

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	U	Oracle Human Resources, North American User's Guide, Release 11, Volume 1, March 1998
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*A copy of this reference is not being furnished with this Office action. (See MPEP § 707.05(a).)
Dates in MM-YYYY format are publication dates. Classifications may be US or foreign.